

MEMORANDUM OF AGREEMENT

WHEREAS, the North Penn School District (hereinafter “District”) and the North Penn Educational Support Professionals Association (hereinafter “Association”) are parties to a Collective Bargaining Agreement whose term expires on June 30, 2028 (hereinafter “CBA”); and

WHEREAS, the District and the Association have met in good faith to discuss the desire to reclassify and adjust the wages for certain positions in the CBA; and

WHEREAS, the Parties have conferred and fashioned a mutually satisfactory solution to the issue at hand;

NOW, THEREFORE, and intending to be legally bound hereby, the Parties agree as follows.

1. The position of “Access Specialist” within the “Specialists” job category in the CBA shall be revised to “ACCESS and Child Accounting Specialist” and moved to Position Grade 3, effective July 1, 2026. All remaining “Specialists” positions at Position Grade 4 shall continue to be paid the same wages as set forth in Exhibit “B” Wage Schedules of the CBA.
2. Employee Jennifer Toften shall be assigned to the ACCESS and Child Accounting Specialist position and compensated at Position Grade 3, Step 3 (\$37.57), effective July 1, 2026.
3. The position of “Administrative Assistant, Food Services 1” within the “Administrative Assistants” job category in the CBA shall be removed and a new position of “School Nutrition Services Program Specialist” shall be added to the “Specialists” job category in the CBA and placed at Position Grade 4, effective August 21, 2026.
4. Employee Lisa Smolinsky shall be assigned to the School Nutrition Services Program Specialist position and compensated at Position Grade 4, Step 3 (\$34.08), effective August 21, 2026.
5. The position of “Administrative Assistant, Food Services 2” within the “Administrative Assistants” job category in the CBA shall be removed and a new position of “School Nutrition Services Operations and Procurement Specialist” shall be added to the “Specialists” job category in the CBA and placed at Position Grade 4, effective August 21, 2026.

6. Employee Andrea Stewart shall be assigned to the School Nutrition Services Operations and Procurement Specialist position and compensated at Position Grade 4, Step 1 (\$32.63), effective August 21, 2026.
7. The position of “Administrative Assistant, Extended School Care” within the “Administrative Assistants” job category in the CBA shall be moved to Position Grade 2, effective August 21, 2026.
8. Employee Shana Deninger shall be assigned to the Administrative Assistant, Extended School Care position and compensated at Position Grade 2, Step 2 (\$29.21), effective August 21, 2026.

Intending to be legally bound hereby, the Representatives of the Parties attest:

North Penn School District

By: _____
Board President

Attest: _____
Board Secretary

**North Penn Educational Support
Professionals Association**

By: _____
Authorized Representative